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DD/A Registry
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15 OCT 1979

Executive Registry
179-8564

MEMORANDUM FOR: Deputy Director of Central Intelligence
FROM: Harry E. Fitzwater
Director of Personnel
SUBJECT: Clarification of Initial Conversion Levels of
"Higher Point" GS-16's to New SIS Positions

1. Action Requested: That you approve the proposal contained in paragraph 3.

2. Background: On page 9 of the recently issued SIS brochure the Current Position Level block shows the proposed initial conversion of GS-17 and "Higher Point" GS-16's and SPS Equivalent officers to SIS-3. The category of "higher point GS-16's" was included in earlier drafts of the staff proposals, and through oversight, survived to the final Sub-System 3, which you approved on 27 September 1979. We had fully intended to delete this category from SIS-3 because:

a. The new system already provides for dividing GS-16 and SPS equivalent positions between the new SIS-2 and SIS-1 levels.

b. It would be most difficult, and perhaps counter-productive to our efforts in getting the SIS system off to a positive start, to try to further differentiate among various "higher point" GS-16 positions and their SPS equivalents.

c. It would require a lengthy examination by our Position Management and Compensation Division of each GS-16 position in order to identify the "higher point" positions.

SUBJECT: Clarification of Initial Conversion Levels of "Higher Point" GS-16's to New SIS Positions

3. Recommendation: It is recommended that:

- a. The Conversion Table in Sub-System 3 of the SIS Plan and page 9 of the SIS brochure be amended to delete the words "and 'Higher Point' GS-16's" from the Current Position Level block.
- b. All officers who received the brochure be notified of this change along with the new pay level clarification which will be issued as soon as the new executive pay levels are determined by the Congress.

STATINTL

Harry E. Fitzwater

Atts:

- A. Page 28 of SIS Plan (Conversion Table)
- B. Page 9 of SIS Brochure

APPROVED DISAPPROVED

STATINTL

19 OCT 1979

Date

Deputy Director of Central Intelligence

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A.

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PROPOSED INITIAL POSITION CONVERSION TABLE

FUNCTIONAL LEVEL	FROM CURRENT POSITION LEVEL	TO SIS POSITION LEVEL
Deputy Directors	EP-IV	SIS-6
Associate Deputy Directors Senior Staff Specialists Senior Office Heads	EP-V	SIS-5
Office Chiefs DDO Division Chiefs Senior Group and Staff Chiefs Senior Analysts Senior Operations Officers SPS-9's	GS-18	SIS-4
Deputy Office Chiefs Senior Analysts Senior Operations Officers SPS Equivalents	GS-17 [and "High Point" GS-16's] and SPS Equivalent	SIS-3
All other managers Senior Analysts Senior Operations Officers Staff Chiefs SPS Equivalents	All [other] GS-16's and SPS Equivalent Based on Relative Strength of the Position	SIS-2 or SIS-1

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B.

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Compensation and Awards

Compensation and awards, like performance appraisal, are key elements in the SIS system and provide the essential incentives for the ultimate effectiveness of the SIS system.

Initial Conversions to the New Executive Schedule Rates

- The initial conversion of the existing SG, SPS and EP-V and EP-IV *positions* to the SIS structure will be accomplished in accordance with the position conversion table presented below:

FUNCTIONAL LEVEL	From CURRENT POSITION LEVEL	To SIS POSITION LEVEL
Deputy Directors	EP-IV	SIS-6
Associate Deputy Directors Senior Staff Specialists Senior Office Heads	EP-V	SIS-5
Office Chiefs DDO Division Chiefs Senior Group and Staff Chiefs Senior Analysts Senior Operations Officers SPS-9's	GS-18	SIS-4
Deputy Office Chiefs Senior Analysts Senior Operations Officers SPS Equivalents	GS-17 [and "Higher Point" GS-16's] and SPS Equivalent	SIS-3
All other managers Senior Analysts Senior Operations Officers Staff Chiefs SPS Equivalents	All [other] GS-16's and SPS Equivalent Based on Relative Strength of the Position	SIS-2 or SIS-1

- For purposes of effecting the initial conversion of current annual salary rates for SG, SPS and EP-V and IV *officers*, six pay rates,

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